

P. Year
Tables 401-402
Aug 93-Aug 94

ELIGIBILITY

Table 401.--Disqualification for Voluntary Leaving and Disqualification Imposed

State	Benefits postponed for--3/4/			Benefits reduced 4/7/
	Fixed Number of weeks 5/	Variable Number of weeks 5/	Duration of Unemployment	
(1)	(2)	(3)	(4)	(5)
Ala.	+10 x wba 4/	6-12 x wba
Alaska	W-5 3/4/	.....	.....	3 x wba
Ariz.	+5 x wba	.....
Ark.	+30 days work	.....
Calif.	+5 x wba	.....
Colo.	WF+10	.....	.....	Equal
Conn.	+10 x wba 2/	.....
Del.	+4 wks. of work and 4 x wba	.....
D.C.	+10 wks. of work and wages equal to 10 x wba 4/	.....
Fla.	+17 x wba 4/	.....
Ga.	+10 x wba	.....
Hawaii	+5 x wba	.....
Idaho	+16 x wba	.....
Ill.	+wages equal to wba in each of 4 wks.	.....
Ind.	+wages equal to wba in each of 8 wks.	BY 25%
Iowa	+10 x wba 4/	.....
Kans.	+3 x wba	.....
Ky.	+10 wks of covered work and wages equal to 10 x wba 4/	.....
La.	+10 x wba	BY 50%
Maine	+4 x wba 4/9/	.....
Md.	W+5-10 3/4/	+15 x wba 3/4/	.....
Mass. 4/	+8 wks of work and wages of 8 x wba	.....
Mich. 4/	Lesser of 7 x wba or 40 x State min. hour wage x 7	.....
Minn.	+4 wks. of work and wages equal to 8 x wba	.....
Miss.	+8 x wba	.....
Mo.	+10 x wba 4/	.....
Mont.	+6 x wba 3/	.....
Nebr.	W+7-10 4/11/	.....	Equal 4/7/
Nev.	+10 x wba 2/	.....
N.H.	+5 wks. of covered work with earnings equal to 20% more than wba in each	.....
N.J.	+4 wks. of covered work and wages equal to 6 x wba	.....
N.Mex.	+5 x wba in covered work	.....
N.Y.	+3 day work in each of 5 wks. and 5 x wba	.....
N.C.	3/	+10 x wba earned in at least 5 wks. 3/	3/
N.Dak.	+8 x wba 4/	.....

(Table continued on next page)

ELIGIBILITY

Table 401.—Disqualification for Voluntary Leaving and Disqualification Imposed (Continued)

State	Benefits postponed for--3/4/			Benefits reduced 4/7/
	Fixed Number of weeks 5/	Variable Number of weeks 5/	Duration of Unemployment	
(1)	(2)	(3)	(4)	(5)
Ohio	• • • • •	• • • • •	+6 wks. in covered work 4/12/	• • • • •
Okla.	• • • • •	• • • • •	+10 x wba	• • • • •
Oreg.	• • • • •	• • • • •	+4 x wba	8 x wba
Pa.	• • • • •	• • • • •	+6 x wba	• • • • •
P.R.	• • • • •	• • • • •	+4 wks. of work and wages equal to 10 x wba	• • • • •
R.I.	• • • • •	• • • • •	+4 wks. of work in each of which he earned at least 20 x min. hourly wage.	• • • • •
S.C.	• • • • •	• • • • •	+8 x wba	• • • • •
S.Dak.	• • • • •	• • • • •	+6 wks. in covered work and wages equal to wba in each wk. 4/	• • • • •
Tenn.	• • • • •	• • • • •	+10 x wba in covered work 4/	• • • • •
Tex.	• • • • •	• • • • •	+6 wks. of work or wages equal to 6 x wba 5/	• • • • •
Utah	• • • • •	• • • • •	+6 x wba	• • • • •
Vt.	• • • • •	• • • • •	+in excess of 6 x wba 10/	• • • • •
Va.	• • • • •	• • • • •	+30 days' work 4/	• • • • •
V.I.	• • • • •	• • • • •	+4 wks. of work and 4 x wba	• • • • •
Wash.	• • • • •	• • • • •	+5 wks. of work and wages in each wk. of 5 x wba	• • • • •
W.Va.	• • • • •	• • • • •	+30 days' work 4/	• • • • •
Wis.	10/13/	• • • • •	+4 wks. elapsed and 4 x wba	• • • • •
Wyo.	• • • • •	• • • • •	+12 wks. of work and wages equal to 12 x wba	• • • • •

3/In Alaska, disqualification is terminated if claimant returns to work and earns at least 8 x wba. In Mont., disqualification is terminated after claimant attends school for 3 consec. months and is otherwise eligible. In Md., the duration disqualification will be imposed if a valid circumstance does not exist. However, satisfaction of type not assessed does not serve to end assessed disqualification. In N.C., the Commission may reduce permanent disqualification to a time certain but not less than 5 wks. When permanent disqualification changed to time certain, benefits shall be reduced by an amount determined by multiplying the number of wks. of disqualification by wba. Also, N.C. reduces the disqualification if an individual quits due to an impending separation to the greater of 4 wks. or the period from the wk. of filing until the end of the wk. of separation.

4/Disqualifications applicable to other than last separation as indicated: preceding separation may be considered if last employment not considered bona fide work, Ala.; when employment or time period subsequent to separation does not satisfy potential disqualification, Alaska, Fla., Iowa, Md., Mass., Mo., and Ohio; to most recent previous separation if last work was not in usual trade or intermittent, Maine; disqualification applicable to last 30-day employing unit, Va.; if employment was less than 30 days unless on an additional claim, D.C., S.Dak., and W.Va.; reduction or forfeiture of benefits applicable to separations from any BP employer, Ky. and Nebr.; any ER with whom the individual earned 8 x wba, N.Dak., and 10 x wba, Tenn.. In Mich. benefits are computed separately for each ER to be charged. When an ER's account becomes chargeable, reason for separation from that ER is considered.

5/W means wk. of occurrence; WF, wk. of filing; and WW, waiting wk. except that disqualification begins with: wk. following filing of claim, Tex..

7/"Equal" indicates reduction equal to wba multiplied by number of wks. of disqualification or, in Nebr.; the number of wks. chargeable to ER involved, if less.

(Footnotes continued on next page)

ELIGIBILITY

Table 402.--Disqualification for Discharge for Misconduct 1/
(See Table 403 for Disqualification for Gross Misconduct)

6+9+41=56
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State	Benefits postponed for 2/3/				Disqualification for disciplinary suspension (11 States)
	Fixed number of weeks 4/ (6 States)	Variable number of weeks 4/ (9 States)	Duration of unemployment (41 States)	Benefits reduced or canceled 3/6/	
(1)	6 (2)	7 (3)	38 (4)	(5)	(6)
Ala. 12/	W+3-7 3/	.....	Equal	W+1-3
2 Alaska 1/ F	W+5 2/3/	8/	.....	3 x wba	.....
Ariz.	+5 x wba	.....	.....
Ark.	W+7 4/	.....	.....	.....	2/
Calif.	+5 x wba 4/	.....	.....
Colo.	WF+10 15/	.....	.....	Equal 13/	.....
Conn. 1/	+10 x wba	.....	.....
Del.	+4 wks. of work and 4 x wba	.....	.....
D.C.	WF+7 3/	.....	.....	8 x wba	.....
2 Fla. V	W+1-52 2/3/	+17 x wba 2/3/	.....	Duration
Ga. 1/17/	+10 x wba	Equal	.....
Hawaii	+5 x wba	.....	.....
Idaho	+16 x wba 3/	.....	.....
Ill.	+wages equal to wba in each of 4 wks.	.....	.....
Ind.	+wages equal to wba in each of 8 wks.	By 25%	.....
Iowa 1/	+10 x wba	.....	.....
Kans. 18/	+3 x wba	.....	.....
Ky.	+10 wks. of covered work and wages equal to 10 x wba 3/	.....	X
La. 18/	+10 x wba	By 50%	.....
Maine	+4 x wba	.....	.....
Md. 1/	W+5-10 3/	.....	.....	2/
Mass.	+8 wks. of work and wages of 8 x wba 3/	.....	.....
Mich. 9/	Lesser of 7 x wba or 40 x State min. hourly wage x 7	.....	.....
Minn.	+4 wks. of work and wages equal to 8 x wba	.....	Duration
Miss.	+8 x wba	.....	.....
Mo. 1/	WF+4-16 2/3/4/	.....	.....	.....
Mont.	+wages equal to 8 x the wba	.....	.....
Nebr.	W+7-10 3/	.....	Equal 3/	.....
Nev.	+wages equal to wba in each of 15 wks.	.....	.....
N.H.	+5 wks. work in each of which earned 20% more than wba 2/	.....	Duration

(Table continued on next page)

ELIGIBILITY

Table 402.--Disqualification for Discharge for Misconduct 1/ (Continued)
(See Table 403 for Disqualification for Gross Misconduct)

State	Benefits postponed for <u>2/3/</u>				Disqualification for disciplinary suspension (11 States)
	Fixed number of weeks <u>4/</u> (6 States)	Variable number of weeks <u>4/</u> (9 States)	Duration of unemployment (41 States)	Benefits reduced or canceled <u>3/6/</u>	
(1)	(2)	(3)	(4)	(5)	(6)
N.J.	W+5	.....	.....	.....	.....
N.Mex.	+5 x wba in covered work	.....	.....
N.Y.	+3 days work in each of 5 wks. and 5 x wba	.....	.....
<u>2</u> N.C. <u>1/</u>	<u>2/14/</u>	+10 x wba earned in at least 5 wks.	<u>2/</u>	<u>7/</u>
N.Dak.	+10 x wba <u>2/3/</u>	.....	Duration
Ohio	+6 wks. in covered work <u>3/11/</u>	.....	Duration
Okla. <u>18/</u>	+10 x wba	.....	.....
Oreg. <u>1/</u>	+4 x wba	8 x wba	.....
Pa. <u>1/</u>	+6 x wba	.....	.....
P.R. <u>1/</u>	+4 wks. of work and wages equal to 10 x wba	.....	.....
R.I.	+20 x min. hourly wage in each of 4 wks.	.....	.....
S.C.	WF+5-26	.....	Equal	.....
S.Dak. <u>1/</u>	+6 wks. in covered work and wages equal to wba in each wk. <u>3/</u>	.....	.....
Tenn.	+10 x wba <u>3/</u>	.....	.....
Tex.	+6 wks of work or wages equal to 6 x wba <u>4/</u>	.....	.....
Utah	+6 x wba in covered work	.....	.....
Vt.	WF+6-12 <u>4/</u>	.....	.....	.....
Va.	+30 days' work <u>3/</u>	.....	.....
V.I. <u>1/</u>	+4 wks. of work and 4 x wba	.....	.....
Wash. <u>1/</u>	+5 wks. of work and wages equal to wba in each of 5 wks.	.....	.....
W.Va.	W+6 <u>3/</u>	.....	.....	Equal <u>10/</u>	.....
Wis.	+7 wks. elapsed and 14 x wba <u>9/</u>	Benefit rights based on any work involved canceled <u>9/</u>	<u>7/</u>
Wyo.	+12 wks of work and wages of 12 x wba	.....	.....

(Footnotes on next page)

ELIGIBILITY

(Footnotes for Table 402)

1/In States noted, the disqualification for disciplinary suspensions is the same as that for discharge for misconduct.

2/In Fla., both the term and the duration-of-unemployment disqualifications are imposed. Disqualification is terminated if claimant returns to work and earns 8 x wba, Alaska and Mo.. In N.H., disqualification is terminated if either condition is satisfied. In N.Car., the Commission may reduce permanent disqualification to a time certain but not less than 5 weeks. When permanent disqualification changed to time certain, benefits shall be reduced by an amount determined by multiplying the number of weeks of disqualification by wba.

3/Disqualification applicable to other than last separation as indicated: preceding separation may be considered if last employment is not considered bona fide work, Ala.; when employment or time period subsequent to the separation does not satisfy a potential disqualification, Alaska, Fla., Idaho, Md., Mass., Mo., and Ohio; disqualification applicable to last 30-day employing unit, Va.; disqualification applicable to last 30-day employing unit on new claims and to most recent employer on additional claims, D.C., S.Dak. and W.Va.; any ER with whom the individual earned 8 x wba, N.Dak., and 10 x wba, Tenn.. Reduction or forfeiture of benefits applicable to separations from any BP employer, Ky. and Nebr.. In Mich. and Wis., benefits computed separately for each employer to be charged. When an employer's account becomes chargeable, reason for separation from that employer is considered.

4/W Means week of discharge or week of suspension in column 6 and WF means week of filing except that disqualification period begins with: week for which claimant first registers for work, Calif.; week following filing of claim, Okl., Tex., and Vt.. Weeks of disqualification must be: otherwise compensable weeks, Mo., and S.Dak.; weeks in which claimant is otherwise eligible or earns wages equal to wba, Ark..

5/Figures show minimum employment or wages required to requalify for benefits.

6/"Equal" indicates a reduction equal to the wba multiplied by the number of wks. of disqualification or, in Nebr., by the number of wks. chargeable to ER involved, whichever is less.

7/Disqualified for the lesser of 8 wks. or the duration of suspension, Ark.; disqualified for duration or until individual earns 20 x wba, Md.; disqualified until 3 wks. have elapsed since the end of the wk. of suspension or until the suspension is terminated, whichever occurs first, Wis.; disqualified if claim filed at the time of disciplinary suspension, N.C..

8/Disqualifies an individual discharged for commission of a felony or theft in connection with work for 1-51 wks., or until the individual earns 20 x wba, Alaska.

9/Claimant may be eligible for benefits based on wage credits earned subsequent to disqualification, Mich. and Wis..

10/Deduction recredited if individual returns to covered employment for 30 days in BY, W.Va..

11/And wages at 27.5% of the State aww in each week, Ohio.

12/An individual discharged for deliberate misconduct connected with the work after repeated warnings is ineligible for the duration of unemployment and until claimant has earned 10 x wba and the total benefit amount reduced by 6-12 wks., Ala..

13/Reduction in benefits because of a single act shall not reduce potential benefits to less than one wk., Colo..

14/Disqualifies an individual for substantial fault on the part of the claimant that is connected with work but not rising to the level of misconduct. The disqualification will vary from 4-13 wks. depending on the circumstances, N.C..

15/An individual will be eligible for benefits if separated due to use of alcohol or a controlled substance on or off the job if the individual admits to an addiction and substantiates the addiction by a licensed physician's statement and if the individual commences to participate in an approved program of corrective action to deal with the addiction to alcohol or a controlled substance, Colo..

17/An individual shall be disqualified if separated from training approved by the Commissioner, due to claimant's failure to abide by rules of the training facility, Ga..

18/An individual shall be disqualified for the use of illegal drugs on or off the job, La.; disqualified for use of, possession of, or impairment caused by a nonprescribed controlled substance, an alcoholic or cereal malt beverage if evidence shows such abuse, Kans.; disqualified for refusing to undergo drug or alcohol testing or having been tested positive for drugs or alcohol, Okl..

ELIGIBILITY

Table 402.--Disqualification for Discharge for Misconduct 1/
(See Table 403 for Disqualification for Gross Misconduct)

State	Benefits postponed for 2/3/				Disqualification for disciplinary suspension (11 States)
	Fixed number of weeks 4/ (6 States)	Variable number of weeks 4/ (9 States)	Duration of unemployment (41 States)	Benefits reduced or canceled 3/6/	
(1)	(2)	(3)	(4)	(5)	(6)
Ala. 12/18/	W+3-7 3/	.....	Equal	W+1-3
Alaska 1/	W+5 2/3/	8/	.....	3 x wba	.....
Ariz. 18/	+5 x wba	.....	.....
Ark.	W+7 4/	.....	.....	.....	7/
Calif.	+5 x wba 4/	.....	.....
Colo.	WF+10 15/	.....	.....	Equal 13/	.....
Conn. 1/	+10 x wba	.....	.....
Del.	+4 wks. of work and 4 x wba	.....	.....
D.C.	WF+7 3/	.....	.....	8 x wba	.....
Fla. 18/	W+1-52 2/3/	+17 x wba 2/3/	Duration
Ga. 1/17/	+10 x wba	Equal
Hawaii	+5 x wba
Idaho	+16 x wba 3/
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Iowa 1/	+10 x wba
Kans. 18/	+3 x wba
Ky.	+10 wks. of covered work and wages equal to 10 x wba 3/	X
La. 18/	+10 x wba	By 50%	.....
Maine	+4 x wba	.....	.....
Md. 1/	W+5-10 3/	.....	.....	7/
Mass.	+8 wks. of work and wages of 8 x wba 3/	.....	.....
Mich. 2/	Lesser of 7 x wba or 40 x State min. hourly wage x 7	.....	.....
Minn.	+4 wks. of work and wages equal to 8 x wba	.....	Duration
Miss.	+8 x wba	.....	.....
Mo. 1/	WF+4-16 2/3/4/	.....	.....	.....
Mont.	+wages equal to 8 x the wba	.....	.....
Nebr.	W+7-10 3/	.....	Equal 3/	.....
Nev.	+wages equal to wba in each of 15 wks.	.....	.....
N.H.	+5 wks. work in each of which earned 20% more than wba 2/	.....	Duration

(Table continued on next page)

ELIGIBILITY

Table 402.--Disqualification for Discharge for Misconduct 1/ (Continued)
(See Table 403 for Disqualification for Gross Misconduct)

State	Benefits postponed for 2/3/				Disqualification for disciplinary suspension (11 States)
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(1)	(2)	(3)	(4)	(5)	(6)
N.J.	W+5
N.Mex.	+5 x wba in covered work
N.Y.	+3 days work in each of 5 wks. and 5 x wba
N.C.	2/14/	+10 x wba earned in at least 5 wks.	2/	7/
N.Dak.	+10 x wba 2/3/	.....	Duration
Ohio	+6 wks. in covered work 3/11/	.....	Duration
Okla. 18/	+10 x wba	.....	.....
Oreg. 1/	+4 x wba	8 x wba	.....
Pa. 1/	+6 x wba	.....	.....
P.R. 1/	+4 wks. of work and wages equal to 10 x wba	.....	.....
R.I.	+20 x min. hourly wage in each of 4 wks.	.....	.....
S.C.	WF+5-26	.....	Equal	.....
S.Dak. 1/	+6 wks. in covered work and wages equal to wba in each wk. 3/	.....	.....
Tenn.	+10 x wba 3/	.....	.....
Tex.	+6 wks of work or wages equal to 6 x wba 4/	.....	.....
Utah	+6 x wba in covered work	.....	.....
Vt.	WF+6-12 4/	.....	.....	.....
Va.	+30 days' work 3/	.....	.....
V.I. 1/	+4 wks. of work and 4 x wba	.....	.....
Wash. 1/	+5 wks. of work and wages equal to wba in each of 5 wks.	.....	.....
W.Va.	W+6 3/	.....	.....	Equal 10/	.....
Wis.	+7 wks. elapsed and 14 x wba 2/	Benefit rights based on any work involved canceled 9/	7/
Wyo.	+12 wks. of work wages of 12 x wba

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(Footnotes for Table 402)

1/In States noted, the disqualification for disciplinary suspensions is the same as that for discharge for misconduct.

2/In Fla., both the term and the duration-of-unemployment disqualifications are imposed. Disqualification is terminated if claimant returns to work and earns 8 x wba, Alaska and Mo.. In N.H., disqualification is terminated if either condition is satisfied. In N.Car., the Commission may reduce permanent disqualification to a time certain but not less than 5 weeks. When permanent disqualification changed to time certain, benefits shall be reduced by an amount determined by multiplying the number of weeks of disqualification by wba.

3/Disqualification applicable to other than last separation as indicated: preceding separation may be considered if last employment is not considered bona fide work, Ala.; when employment or time period subsequent to the separation does not satisfy a potential disqualification, Alaska, Fla., Idaho, Md., Mass., Mo., and Ohio; disqualification applicable to last 30-day employing unit, Va.; disqualification applicable to last 30-day employing unit on new claims and to most recent employer on additional claims, D.C., S.Dak. and W.Va.; any ER with whom the individual earned 8 x wba, N.Dak., and 10 x wba, Tenn.. Reduction or forfeiture of benefits applicable to separations from any BP employer, Ky. and Nebr.. In Mich. and Wis., benefits computed separately for each employer to be charged. When an employer's account becomes chargeable, reason for separation from that employer is considered.

4/W Means week of discharge or week of suspension in column 6 and WF means week of filing except that disqualification period begins with: week for which claimant first registers for work, Calif.; week following filing of claim, Okla., Tex., and Vt.. Weeks of disqualification must be: otherwise compensable weeks, Mo., and S.Dak.; weeks in which claimant is otherwise eligible or earns wages equal to wba, Ark..

5/Figures show minimum employment or wages required to requalify for benefits.

6/"Equal" indicates a reduction equal to the wba multiplied by the number of wks. of disqualification or, in Nebr., by the number of wks. chargeable to ER involved, whichever is less.

7/Disqualified for the lesser of 8 wks. or the duration of suspension, Ark.; disqualified for duration or until individual earns 20 x wba, Md.; disqualified until 3 wks. have elapsed since the end of the wk. of suspension or until the suspension is terminated, whichever occurs first, Wis.; disqualified if claim filed at the time of disciplinary suspension, N.C..

8/Disqualifies an individual discharged for commission of a felony or theft in connection with work for 1-51 wks., or until the individual earns 20 x wba, Alaska.

9/Claimant may be eligible for benefits based on wage credits earned subsequent to disqualification, Mich. and Wis..

10/Deduction recredited if individual returns to covered employment for 30 days in BY, W.Va..

11/And wages at 27.5% of the State aww in each week, Ohio.

12/An individual discharged for deliberate misconduct connected with the work after repeated warnings is ineligible for the duration of unemployment and until claimant has earned 10 x wba and the total benefit amount reduced by 6-12 wks., Ala..

13/Reduction in benefits because of a single act shall not reduce potential benefits to less than one wk., Colo..

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15/An individual will be eligible for benefits if separated due to use of alcohol or a controlled substance on or off the job if the individual admits to an addiction and substantiates the addiction by a licensed physician's statement and if the individual commences to participate in an approved program of corrective action to deal with the addiction to alcohol or a controlled substance, Colo..

17/An individual shall be disqualified if separated from training approved by the Commissioner, due to claimant's failure to abide by rules of the training facility, Ga..

18/An individual shall be disqualified for the use of illegal drugs on or off the job, La.; disqualified for use of, possession of, or impairment caused by a nonprescribed controlled substance, an alcoholic or cereal malt beverage if evidence shows such abuse, Kans.; disqualified for refusing to undergo drug or alcohol testing or having been tested positive for drugs or alcohol, Ariz. and Okla.; disqualified for testing positive for illegal drugs after being warned of possible dismissal or for refusing to undergo a drug test or for knowingly altering a blood or urine specimen, Ala.; disqualified for testing positive for drugs, Fla..